



# EMPLOYMENT TRIBUNALS

**Claimant:** Dr C Mallon

**Respondent:** MZA Ltd

## JUDGMENT

The claimant's application dated 23 July 2023 for reconsideration of the judgment given orally on 21 July 2023 and sent to the parties on 25 July 2023 is refused.

## REASONS

There is no reasonable prospect of the original decision being varied or revoked, because:

- 1 The claimant's claim was not dismissed because we found that it could never be a reasonable adjustment to provide an oral application with essential criteria supplied in advance of that oral application but rather because we found the claimant did not have the relevant skills and experience necessary for the role he was applying for. Therefore the claimant failed to demonstrate that the respondent's PCP put him at a substantial disadvantage.

On the basis of the material provided by Dr Mallon's 5 emails sent on 22 and 23 July 2023 his application demonstrates no reasonable prospect of the original decision being varied or revoked: his emails add no new material for the determination of the merits of his claim for a failure to make reasonable adjustments, and so the application for reconsideration is refused in accordance with r72(1) of Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) regulations 2013.

Employment Judge Noons  
25 July 2023